

Reward Schools Discussion

Presentation to the State Board of Education

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Reward Schools Landscape

- Beginning in 2010, Mike Flanagan requested a study of schools “beating the odds”
 - MDE published the Beating the Odds list in 2010 and 2011
- ESEA Flexibility: Required the identification of “Reward Schools”
 - Beating the Odds became a path into Reward status
 - Added high-performing schools (top 5% of Statewide Top to Bottom Ranking) and high-progress schools (top 5% of schools in terms of improvement)

Reward Schools Overall

Type of Reward Schools	Number of Schools
High Performing only	99
High Progress only	111
Beating the Odds only	58
High Performing + Beating the Odds	44
High Progress + Beating the Odds	32
TOTAL	344 Reward Schools

Beating the Odds

- Beating the Odds = one category of Reward Schools
- Third year of this study; first one commissioned by Mike Flanagan in 2010
- Two paths to Beat the Odds:
 - Outperform your *expected* ranking
 - Outperform a comparison group of similar schools

School Profiles

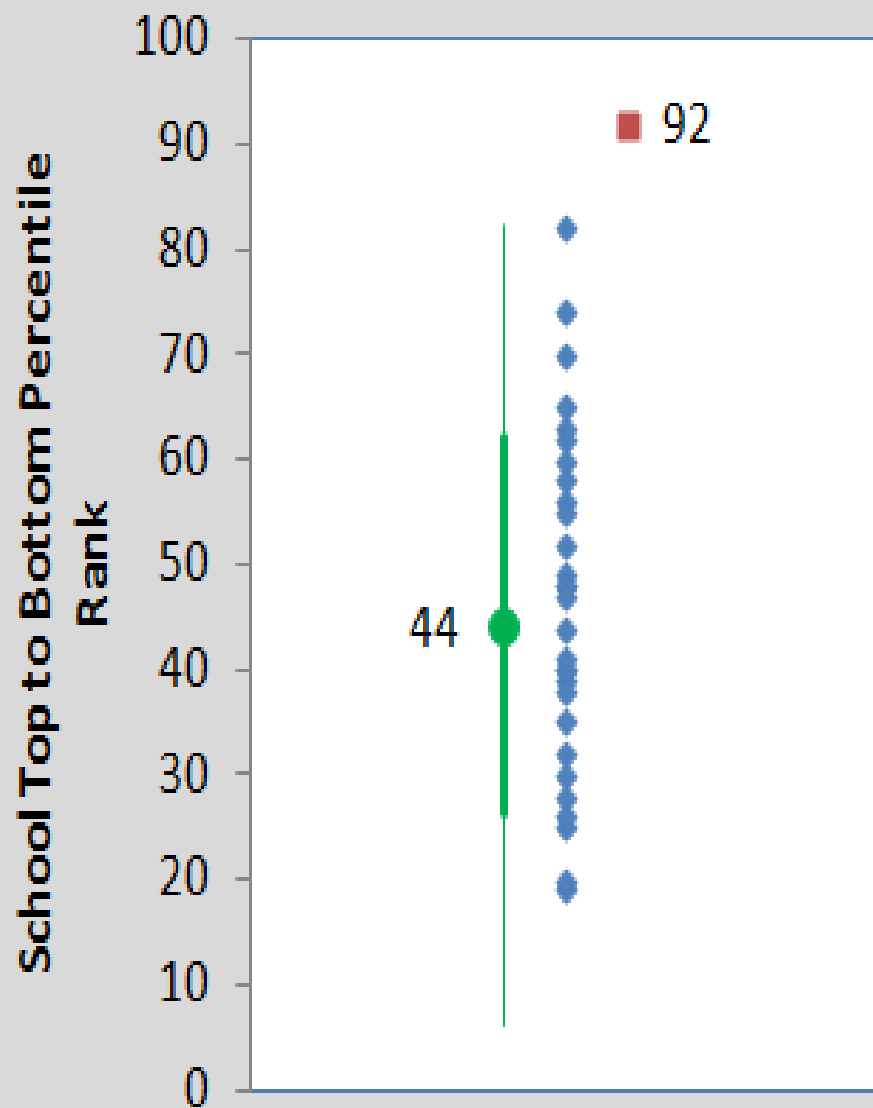
2011-2012 SELECTED SCHOOLS “BEATING THE ODDS”

Deckerville Community School District
Sanilac ISD

DECKERVILLE ELEMENTARY SCHOOL

	Grade Configuration	Selected School	Comparison Group	
			% including each grade	
<ul style="list-style-type: none"> • K-6 school • Enrollment around 180 • SFA around \$7,300 • Minority around 9% • ED around 59% • SWD around 12% • LEP around 0% 	Includes Kindergarten	Yes	100	
	Includes Grade 1	Yes	100	
	Includes Grade 2	Yes	100	
	Includes Grade 3	Yes	100	
	Includes Grade 4	Yes	100	
	Includes Grade 5	Yes	100	
	Includes Grade 6	Yes	100	
	Includes Grade 7	N/A	0	
	Includes Grade 8	N/A	0	
	Includes Grade 9	N/A	0	
	Includes Grade 10	N/A	0	
	Includes Grade 11	N/A	0	
	Includes Grade 12	N/A	0	
✓ <i>Ranked above prediction</i>	Special Centers	Selected School	Comparison Group	
			% special centers	
	Special Education Center	N/A	0	
✓ <i>Outperformed comparison group</i>	Other	Selected School	Comparison Group	
			Mean	StDev
	State Foundation Allowance	7316	7429.3	311.3
	Student Testing Enrollment	181	184.0	69.3
	% minority	9	9.6	12.4
	% economically disadvantaged	59	59.0	3.8
	% students with disabilities	12	13.4	3.3
	% limited English proficient	0	0.2	0.4

Top to Bottom Percentile Rankings



- Selected School TTB percentile rank
- Predicted TTB (for selected school)
- ◆ Comparison Group TTB percentile ranks

How This School Achieved a Ranking Higher Than Its Peers

- Had achievement levels higher than its peers in math, reading, science, social studies and writing
- Had much higher rates of improvement than its peers in social studies, and higher rates in reading and science
- Had smaller achievement gaps than its peers in reading, science and writing

What the school had to say:

“If I had to name one thing that makes this school great and that helped us ‘beat the odds’ in student achievement, it would be teacher investment in helping students believe and succeed.”

“The Deckerville Elementary Staff is invested and committed to student achievement. There is an established expectation of success for all students.”

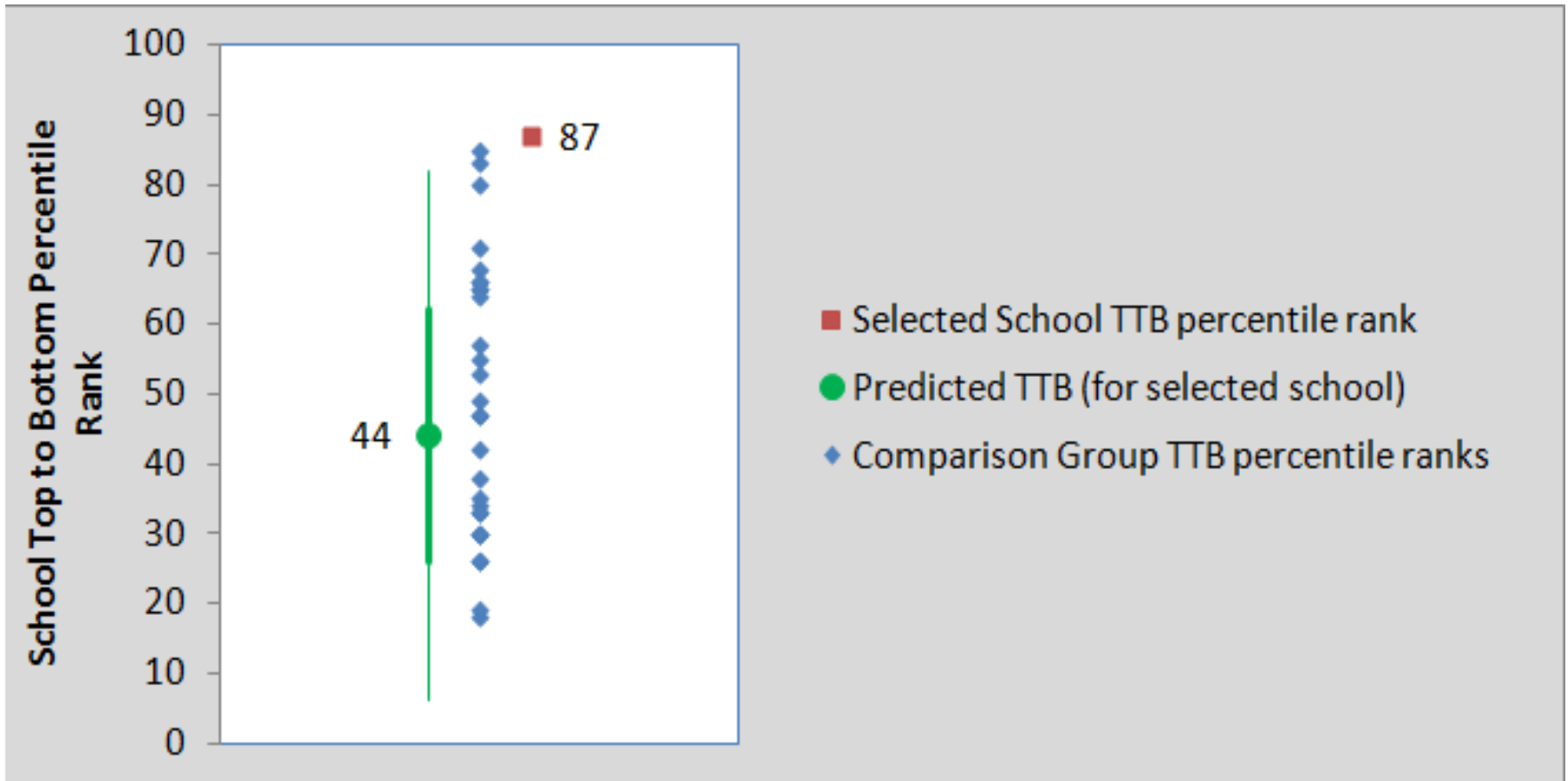
Crawford-AuSable Schools

C.O.O.R. ISD

GRAYLING HIGH SCHOOL

	Grade Configuration	Selected School	Comparison Group	
			% including each grade	
<ul style="list-style-type: none"> Grade 9-12 school Enrollment around 240 SFA around \$7,300 Minority around 3% ED around 59% SWD around 16% LEP around 0% 	Includes Kindergarten	N/A	0	
	Includes Grade 1	N/A	0	
	Includes Grade 2	N/A	0	
	Includes Grade 3	N/A	0	
	Includes Grade 4	N/A	0	
	Includes Grade 5	N/A	0	
	Includes Grade 6	N/A	0	
	Includes Grade 7	N/A	0	
	Includes Grade 8	N/A	0	
	Includes Grade 9	Yes	100	
	Includes Grade 10	Yes	100	
	Includes Grade 11	Yes	100	
	Includes Grade 12	Yes	100	
✓ <i>Ranked above prediction</i>	Special Centers	Selected School	Comparison Group	
			% special centers	
	Special Education Center	N/A	0	
✓ <i>Outperformed comparison group</i>	Other	Selected School	Comparison Group	
			Mean	StDev
	State Foundation Allowance	7316	7362.5	185.1
	Student Testing Enrollment	241	227.8	84.7
	% minority	3	9.9	9.7
	% economically disadvantaged	59	58.9	3.5
	% students with disabilities	16	13.7	3.4
	% limited English proficient	0	0.3	0.9

Top to Bottom Percentile Rankings



How This School Achieved a Ranking Higher Than Its Peers

- Had similar achievement gaps than its peers in most subjects, but...
- Had achievement levels higher than its peers in math, reading, science, social studies and writing
- Had much higher rates of improvement than its peers in reading, science, social studies and writing
- Had similar graduation rate as peers, though much higher graduation improvement

What the school had to say:

“We are committed to our parents and our community. We have a close relationship with our community organizations and supports.”

“Our students are our school. We are proud of our students and genuinely care for their well being. We strive to respect their differences and try to understand their beliefs and values. We have high expectations, and believe they can be reached.”

“Our seniors last week in our homecoming assembly chanted "ACT scores" because they feel so empowered with their own achievement. .”

Additional Note

Grayling Middle School also was named a “Beating the Odds” school this year.

District Superintendent said:

“Grayling High, Middle, and Elementary have all increased student achievement in a systematic fashion over a five year period. This trending is significant and relevant...We use data to identify gaps and provide appropriate instruction to attack those gaps. We embrace technology to increase customization for students and increase interventions. We acknowledge poverty and employ strategies to reach those students more effectively...Our school improvement is child improvement; one at a time.”

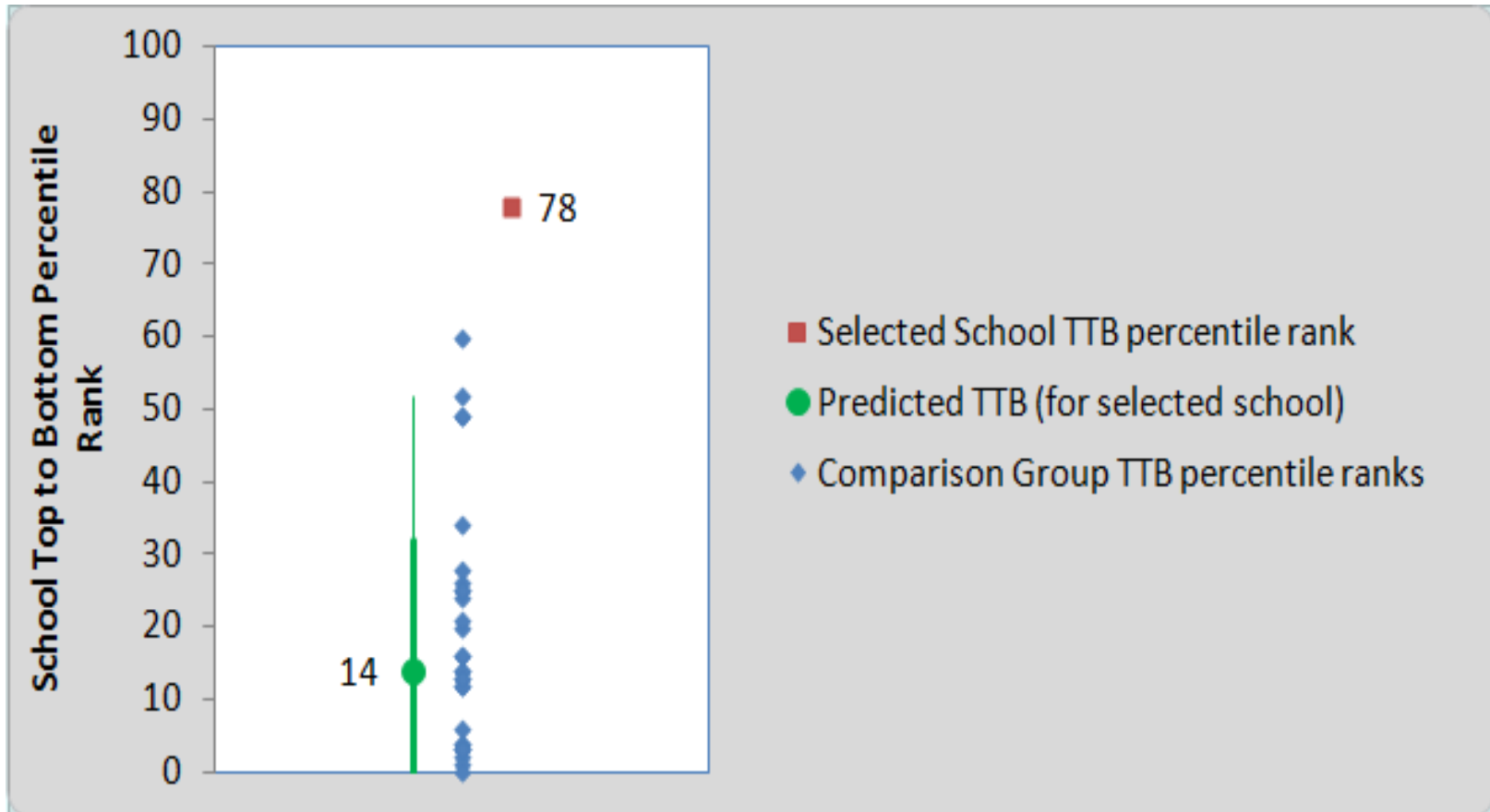
Crescent Academy

Oakland Schools

CRESCENT ACADEMY

	Grade Configuration	Selected School	Comparison Group	
			% including each grade	
<ul style="list-style-type: none"> K-11 school Enrollment around 390 SFA around \$7,600 Minority around 99% ED around 86% SWD around 8% LEP around 0% 	Includes Kindergarten	Yes	100	
	Includes Grade 1	Yes	100	
	Includes Grade 2	Yes	100	
	Includes Grade 3	Yes	100	
	Includes Grade 4	Yes	100	
	Includes Grade 5	Yes	100	
	Includes Grade 6	Yes	100	
	Includes Grade 7	Yes	100	
	Includes Grade 8	Yes	100	
	Includes Grade 9	Yes	20	
	Includes Grade 10	Yes	17	
	Includes Grade 11	Yes	17	
	Includes Grade 12	N/A	13	
✓ <i>Ranked above prediction</i>	Special Centers	Selected School	Comparison Group	
			% special centers	
	Special Education Center	N/A	0	
✓ <i>Outperformed comparison group</i>	Other	Selected School	Comparison Group	
			Mean	StDev
	State Foundation Allowance	7580	7589.1	63.4
	Student Testing Enrollment	387	392.0	159.5
	% minority	99	98.9	2.0
	% economically disadvantaged	86	87.2	3.8
	% students with disabilities	8	11.0	2.9
	% limited English proficient	0	0.5	1.6

Top to Bottom Percentile Rankings



How This School Achieved a Ranking Higher Than Its Peers

- Had similar or lower achievement levels than its peers in most subjects, but...
- Had much higher rates of improvement than its peers in reading, science, social studies and writing
- Had smaller achievement gaps than its peers in math, reading, science, social studies and writing

What the school had to say:

“If I had to name one thing that helped us beat the odds, it would be the focus on using the data to tell the teachers what the gaps are and providing our students with wrap-around resources Monday through Saturday and holding our students accountable for mastery of materials.”

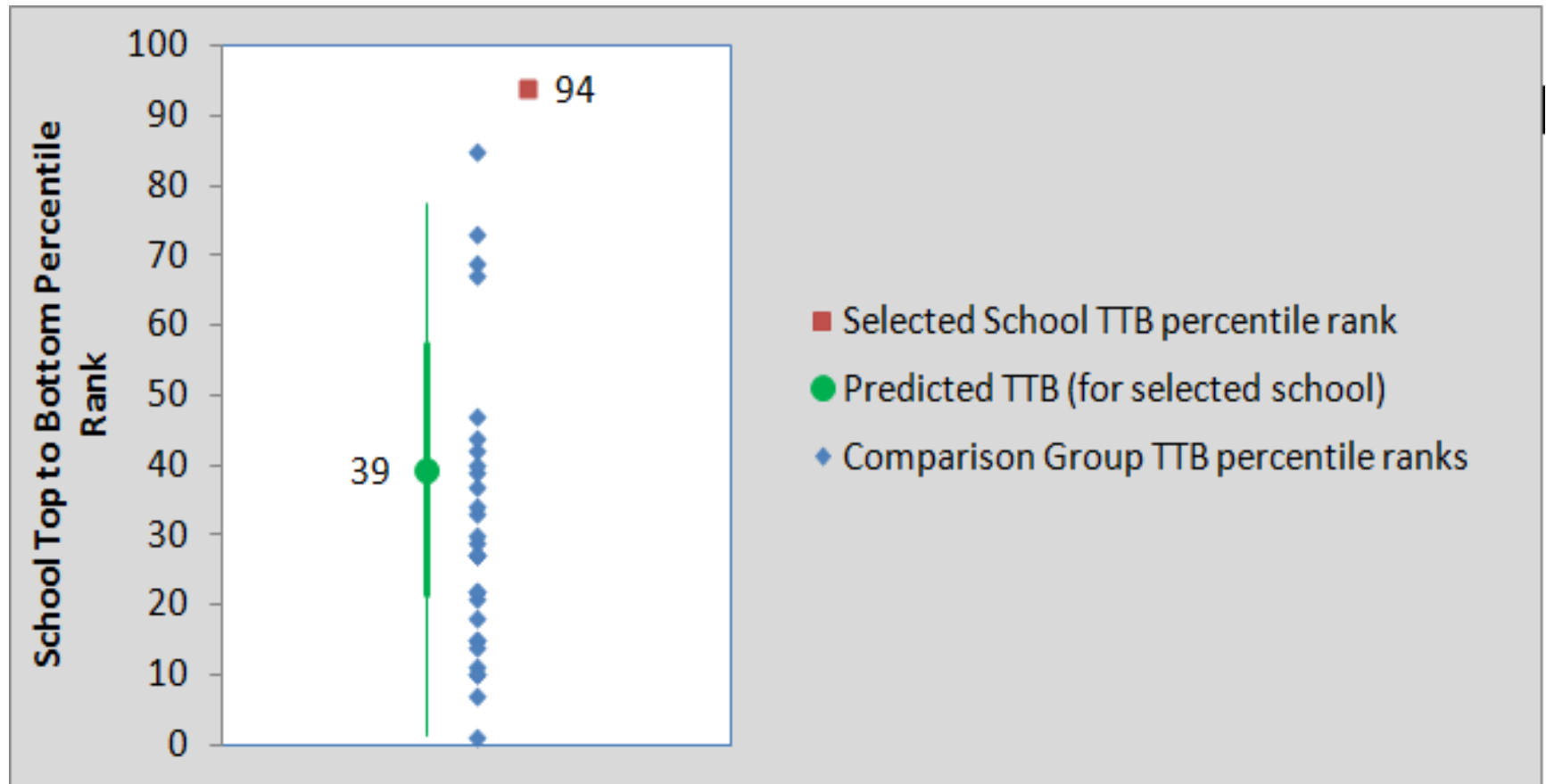
“I believe that the dedication of the staff, along with strong leadership coupled with the students being on task and extending the time to learn really helped us beat the odds.”

Ironwood Area Schools of Gogebic County
Gogebic-Ontonagan ISD

SLEIGHT ELEMENTARY SCHOOL

	Grade Configuration	Selected School	Comparison Group	
			% including each grade	
<ul style="list-style-type: none"> • K-2 school • Enrollment around 190 • SFA around \$7,300 • Minority around 4% • ED around 65% • SWD around 15% • LEP around 0% 	Includes Kindergarten	Yes	100	
	Includes Grade 1	Yes	100	
	Includes Grade 2	Yes	100	
	Includes Grade 3	N/A	33	
	Includes Grade 4	N/A	13	
	Includes Grade 5	N/A	0	
	Includes Grade 6	N/A	0	
	Includes Grade 7	N/A	0	
	Includes Grade 8	N/A	0	
	Includes Grade 9	N/A	0	
	Includes Grade 10	N/A	0	
	Includes Grade 11	N/A	0	
	Includes Grade 12	N/A	0	
✓ <i>Ranked above prediction</i>	Special Centers	Selected School	Comparison Group	
			% special centers	
	Special Education Center	N/A	0	
✓ <i>Outperformed comparison group</i>	Other	Selected School	Comparison Group	
			Mean	StDev
	State Foundation Allowance	7316	7316.0	0.0
	Student Testing Enrollment	189	253.5	153.1
	% minority	4	8.7	6.6
	% economically disadvantaged	65	63.3	4.9
	% students with disabilities	15	15.0	4.3
	% limited English proficient	0	0.6	1.0

Top to Bottom Percentile Rankings



How This School Achieved a Ranking Higher Than Its Peers

- Had similar achievement levels than its peers in most subjects, but...
- Had much higher rates of improvement than its peers in math and reading
- Had much smaller achievement gaps than its peers in math and reading

What the school had to say:

“If I had to pick one thing that makes our school great and helped us beat the odds in student achievement, it would be the dedication and commitment of every one of the staff in the building and of the central office and the school board to help children achieve their dreams.”

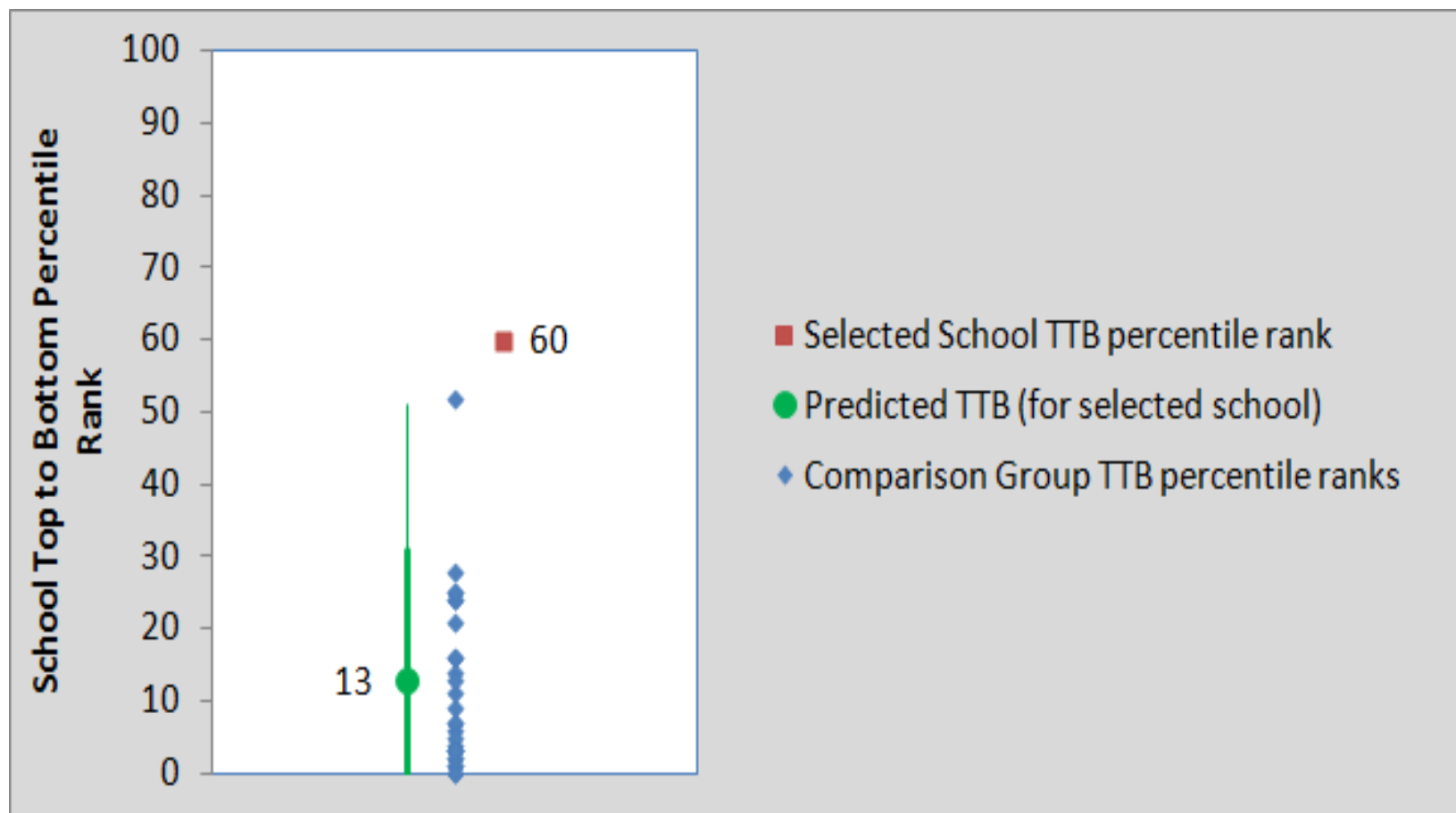
Detroit Merit Charter Academy

Wayne RESA

DETROIT MERIT CHARTER ACADEMY

	Grade Configuration	Selected School	Comparison Group	
			% including each grade	
<ul style="list-style-type: none"> • K-8 school • Enrollment around 460 • SFA around \$7,600 • Minority around 99% • ED around 85% • SWD around 15% • LEP around 0% 	Includes Kindergarten	Yes	100	
	Includes Grade 1	Yes	100	
	Includes Grade 2	Yes	100	
	Includes Grade 3	Yes	100	
	Includes Grade 4	Yes	100	
	Includes Grade 5	Yes	100	
	Includes Grade 6	Yes	100	
	Includes Grade 7	Yes	100	
	Includes Grade 8	Yes	100	
	Includes Grade 9	N/A	0	
	Includes Grade 10	N/A	0	
	Includes Grade 11	N/A	0	
	Includes Grade 12	N/A	0	
✓ <i>Ranked above prediction</i>	Special Centers	Selected School	Comparison Group	
			% special centers	
	Special Education Center	N/A	0	
✓ <i>Outperformed comparison group</i>	Other	Selected School	Comparison Group	
			Mean	StDev
	State Foundation Allowance	7580	7622.3	91.6
	Student Testing Enrollment	463	418.6	127.4
	% minority	99	98.8	3.3
	% economically disadvantaged	85	86.5	3.4
	% students with disabilities	15	15.0	2.5
	% limited English proficient	0	0.3	0.5

Top to Bottom Percentile Rankings



How This School Achieved a Ranking Higher Than Its Peers

- Had similar achievement levels and similar improvement than its peers in most subjects, but...
- Had smaller achievement gaps than its peers in reading, science, social studies and writing

What the school had to say:

“If I had to pick one thing that helped us beat the odds, it would be (that) educating each child to achieve their potential is what drives and informs all that we do as a school.”

“I truly believe that our common vision and high expectations from all stakeholders drives our success. Our culture at the school is intentional. We focus on what each student needs and data is our driving force. We make decisions that benefit students even if they make adults uncomfortable. Relationships amongst all stakeholders is important and cultivated. We use every moment and every space to provide learning opportunities for our students.”

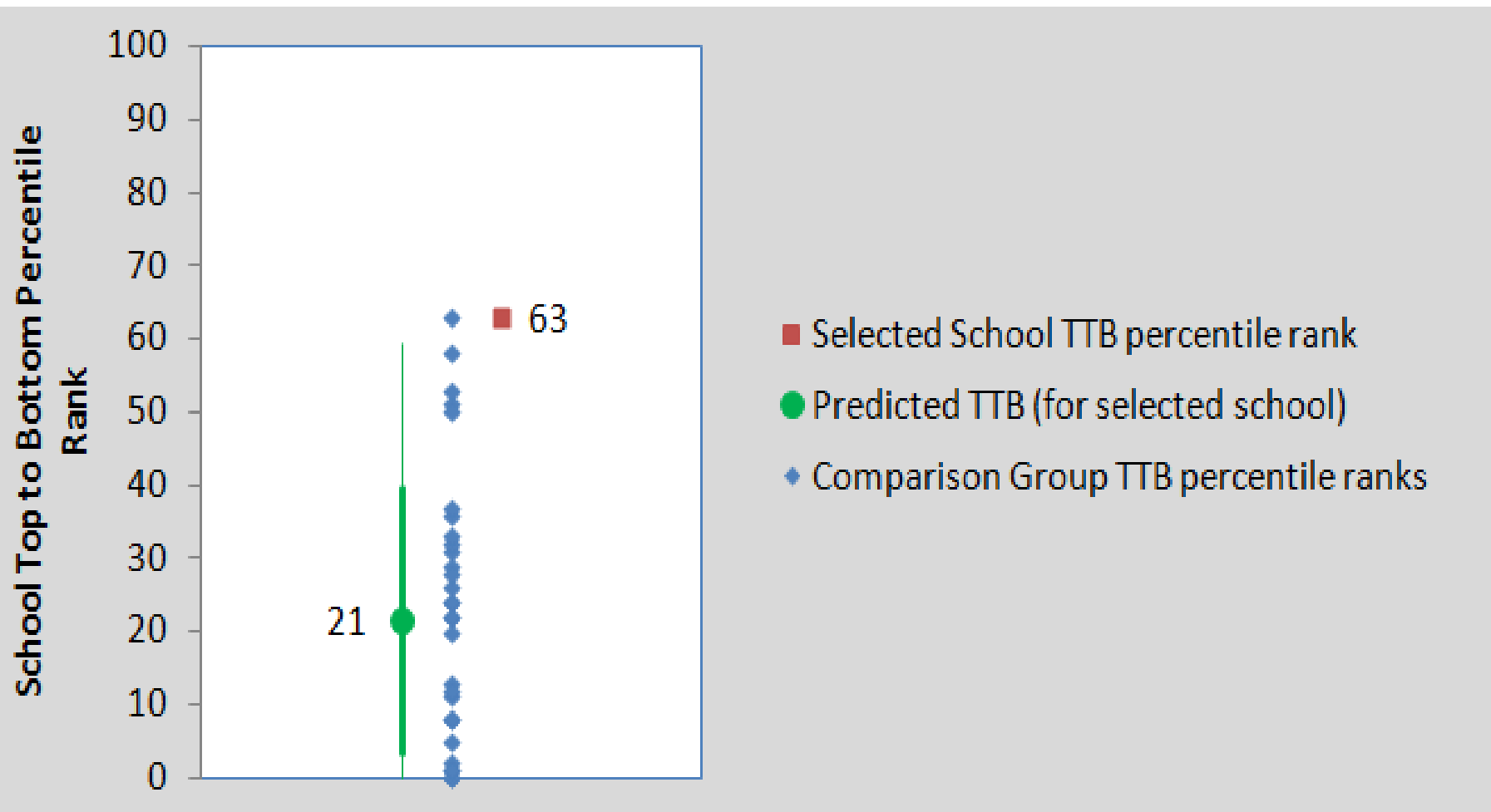
Godfrey-Lee Public Schools

Kent ISD

LEE HIGH SCHOOL

		Selected School	Comparison Group	
	Grade Configuration		% including each grade	
<ul style="list-style-type: none">• Grade 9-12 school• Enrollment around 230• SFA around \$7,475• Minority around 86%• ED around 83%• SWD around 1%• LEP around 19%	Includes Kindergarten	N/A	0	
	Includes Grade 1	N/A	0	
	Includes Grade 2	N/A	0	
	Includes Grade 3	N/A	0	
	Includes Grade 4	N/A	0	
	Includes Grade 5	N/A	0	
	Includes Grade 6	N/A	3	
	Includes Grade 7	N/A	3	
	Includes Grade 8	N/A	3	
	Includes Grade 9	Yes	100	
	Includes Grade 10	Yes	100	
	Includes Grade 11	Yes	100	
	Includes Grade 12	Yes	100	
✓ <i>Ranked above prediction</i>		Selected School	Comparison Group	
	Special Centers		% special centers	
	Special Education Center	N/A	0	
✓ <i>Outperformed comparison group</i>		Selected School	Comparison Group	
	Other		Mean	StDev
	State Foundation Allowance	7474	7765.8	542.8
	Student Testing Enrollment	233	376.4	198.1
	% minority	86	71.0	22.9
	% economically disadvantaged	83	78.0	9.7
	% students with disabilities	1	11.3	5.9
% limited English proficient	19	11.0	7.4	

Top to Bottom Percentile Rankings



How This School Achieved a Ranking Higher Than Its Peers

- Had similar or lower achievement levels than its peers in most subjects, but...
- Had much higher rates of improvement than its peers in math, reading, social studies and writing
- Had smaller achievement gaps than its peers in math, reading, social studies and writing
- Had higher graduation rate and graduation improvement than peers

What the school had to say:

“Our motto for the 2012/13 school year is ‘Movin’ on Up’. Everyone knows it, everyone owns it, and we are strongly committed to continue ‘Beating the Odds’”

“If I had to pick one thing that allowed us to ‘beat the odds’, it would be a common vision of quality teaching and learning was essential. Our students are now learning to take responsibility for their personal success and growth. Simply stated, hard work and effort is part of our daily learning environment.”

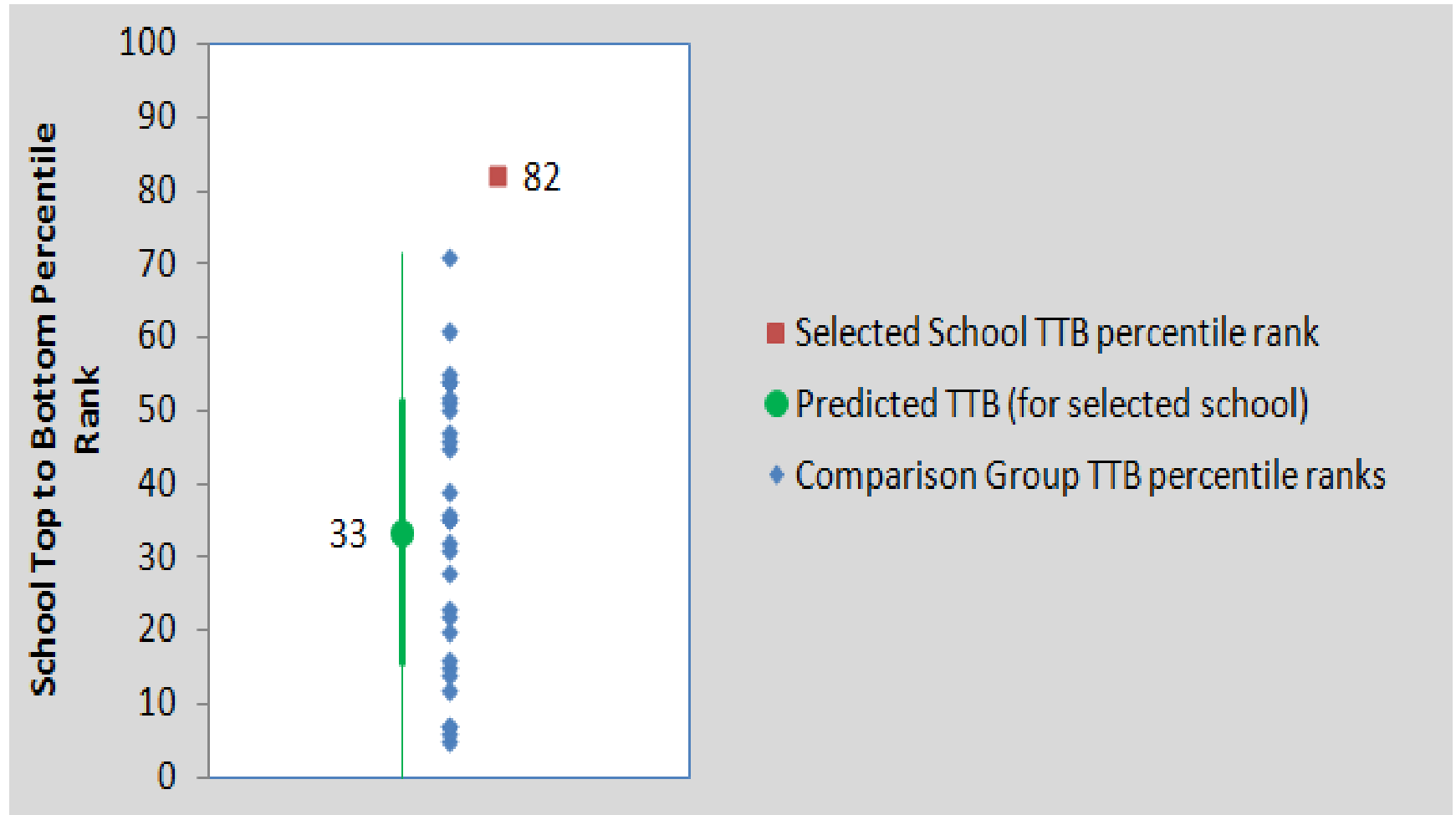
Dearborn City School District

Wayne RESA

GEER PARK ELEMENTARY

	Grade Configuration	Selected School	Comparison Group	
			% including each grade	
<ul style="list-style-type: none"> • K-5 school • Enrollment around 170 • SFA around \$8,800 • Minority around 16% • ED around 79% • SWD around 5% • LEP around 35% 	Includes Kindergarten	Yes	97	
	Includes Grade 1	Yes	100	
	Includes Grade 2	Yes	100	
	Includes Grade 3	Yes	100	
	Includes Grade 4	Yes	93	
	Includes Grade 5	Yes	83	
	Includes Grade 6	N/A	20	
	Includes Grade 7	N/A	7	
	Includes Grade 8	N/A	7	
	Includes Grade 9	N/A	0	
	Includes Grade 10	N/A	0	
	Includes Grade 11	N/A	0	
	Includes Grade 12	N/A	0	
✓ <i>Ranked above prediction</i>	Special Centers	Selected School	Comparison Group	
			% special centers	
	Special Education Center	N/A	0	
✓ <i>Outperformed comparison group</i>	Other	Selected School	Comparison Group	
			Mean	StDev
	State Foundation Allowance	8802	7979.5	914.8
	Student Testing Enrollment	168	190.7	94.6
	% minority	16	41.4	29.3
	% economically disadvantaged	79	81.6	8.6
	% students with disabilities	5	11.9	4.8
	% limited English proficient	35	32.3	8.2

Top to Bottom Percentile Rankings



How This School Achieved a Ranking Higher Than Its Peers

- Had achievement levels higher than its peers in math and writing
- Had higher rates of improvement than its peers in math, reading, science and writing
- Had smaller achievement gaps than its peers in reading, science and social studies

What this school had to say:

“Aside from cutting edge best practices, we do a lot of professional development and parent involvement and differentiation for students because we have about 80% free and reduced lunch and 75% English language learners, as well as a 25% transient population. We are proud of our school. There is a feeling of joy when people walk through the halls. Their philosophy is ‘The way to a child’s mind is through his heart’. People buy into this 100%. Students and parents know this is more than just words, it’s action. The child knows they come first.”

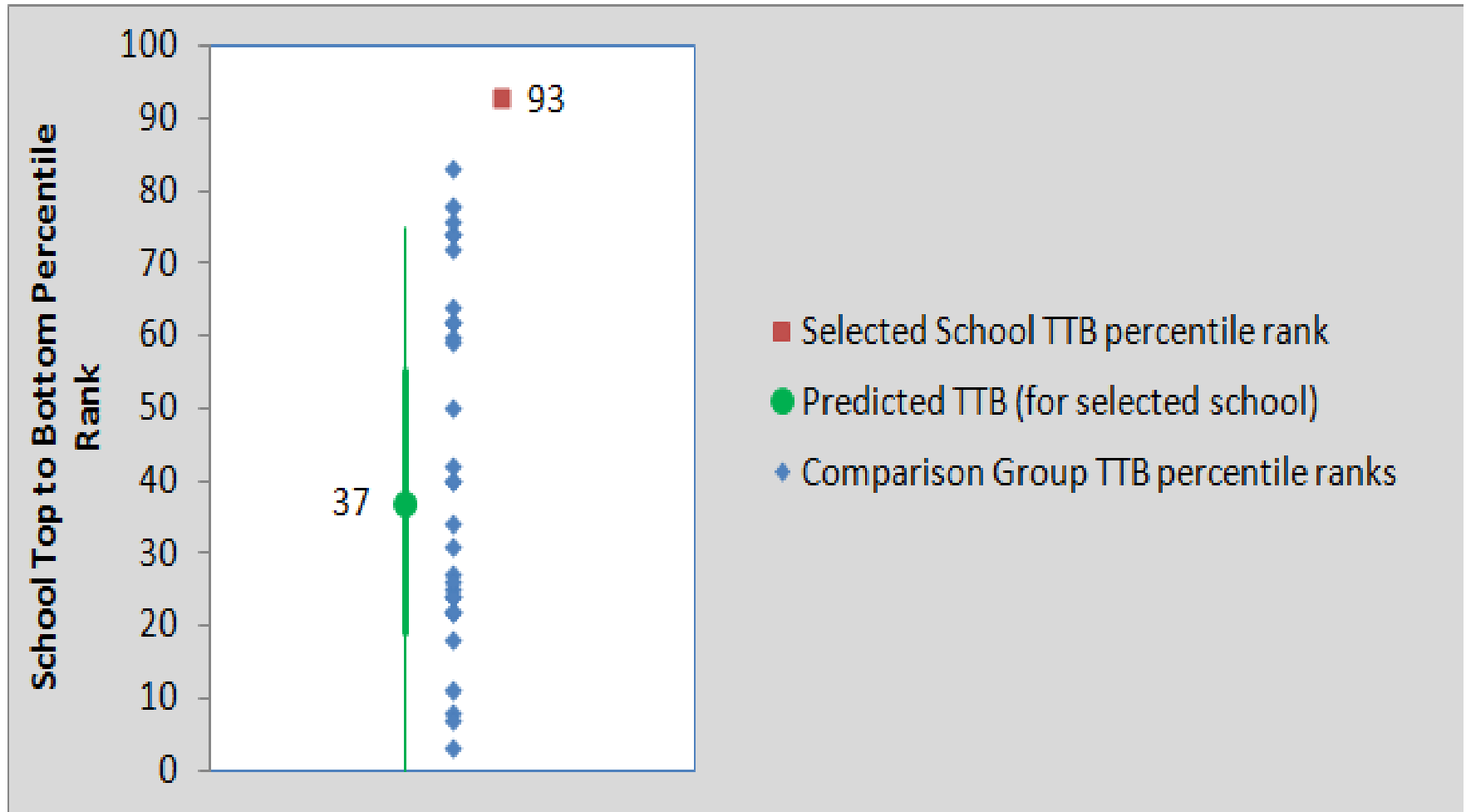
Au Gres-Sims School District

Bay-Arenac ISD

AU GRES-SIMS ELEMENTARY SCHOOL

	Grade Configuration	Selected School	Comparison Group	
			% including each grade	
<ul style="list-style-type: none"> K-5 school Enrollment around 90 SFA around \$7300 Minority around 5% ED around 69% SWD around 11% LEP around 0% 	Includes Kindergarten	Yes	100	
	Includes Grade 1	Yes	100	
	Includes Grade 2	Yes	100	
	Includes Grade 3	Yes	100	
	Includes Grade 4	Yes	100	
	Includes Grade 5	Yes	100	
	Includes Grade 6	N/A	0	
	Includes Grade 7	N/A	0	
	Includes Grade 8	N/A	0	
	Includes Grade 9	N/A	0	
	Includes Grade 10	N/A	0	
	Includes Grade 11	N/A	0	
	Includes Grade 12	N/A	0	
✓ <i>Ranked above prediction</i>	Special Centers	Selected School	Comparison Group	
			% special centers	
	Special Education Center	N/A	0	
✓ <i>Outperformed comparison group</i>	Other	Selected School	Comparison Group	
			Mean	StDev
	State Foundation Allowance	7316	7469.5	338.4
	Student Testing Enrollment	89	166.9	57.8
	% minority	5	9.6	7.7
	% economically disadvantaged	69	66.8	3.8
	% students with disabilities	11	12.6	2.9
	% limited English proficient	0	0.7	1.2

Top to Bottom Percentile Rankings



How This School Achieved a Ranking Higher Than Its Peers

- Had achievement levels higher than its peers in math, reading and writing and significantly higher than its peers in science
- Had much higher rates of improvement than its peers in science and writing
- Had much smaller achievement gaps than its peers in reading, science and writing

What the school had to say:

“If I had to name only one thing that makes this school great and helped us "beat the odds" in student achievement, it would be our focus on school improvement and Title I initiatives.

These strategies are key to framing and providing early intervention programs for our students.”

Results from Beating the Odds Survey, 2012

UNDERSTANDING KEY FACTORS TO SCHOOLS “BEATING THE ODDS”

Beating the Odds Survey

- Asked Beating the Odds schools to complete a survey
- Used previous year's responses to phone interviews to construct the survey
- Aligns with school improvement framework
- Responses from 62 of the schools; multiple responses per school for these schools (in some cases)
 - Plan to work across MDE to refine the survey, expand to all Reward schools, and generate a higher response rate in future years.

Factors Attributed to Success in “Beating the Odds”

Five most common responses (in order of response rate):

- Highly effective and committed staff
- Culture of high expectations for students and staff
- Use of data to inform instruction
- Strong leadership
- Creating a common vision for all students, staff, parents and community members

Other critical factors identified by schools

- Implementing a system of tiered interventions
- Strong leadership (school)
- Additional tutoring or assistance for students

Note: Very strong consistency with these eight factors named

“For our school to be effective we need: * Leadership from all levels * Accountability for administration, RESA, faculty/staff, students, families/community * A supportive, enjoyable, safe school environment * Effective use of instructional technologies * Analysis of student performance data and adjustments based on those results * Strong leadership of athletics, arts, and student government * Time to celebrate success and reflect on challenges * Opportunities to enjoy working with high school aged students We are fortunate to have helped create a wonderful place for students to learn and staff to work.

It is not easy. It is not without challenge and disappointment.

It is worth all we have invested into it”.